

RESOLUTION NO.

WHEREAS, the Acting Director of Human Resources has recommended the following amendment of the Personnel Policies; and

WHEREAS, the City Manager approves and recommends adoption of this amendment; **NOW, THEREFORE**,

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF AUSTIN:

That the City of Austin Personnel Policies, Chapter A, be, and the same is hereby, amended to amend the Service Incentive Pay Program as described below.

PART 1. That Chapter A, Section III.A.(12), Service Incentive Pay, be revised as follows:

12. Service Incentive Pay

Service Incentive Pay is an additional form of compensation provided to recognize the value of longevity in service to the City and to enhance, for newer employees, the advantages of becoming a long-term City employee. Service Incentive Pay consists of two parts. Both parts are dependent upon approval of funding by the City Council, which may fund either or both parts.

a. Service Incentive Pay

Regular employees who have completed five years of continuous service by December 1 of the year they are to receive pay; shall receive Service Incentive Pay as follows:

- (1) An employee shall be paid $\frac{1}{4}$ of 1% for each year of continuous service, based on the ~~current annual earnings~~ annual base pay of the employee as of December 1. Payment is to be made in a lump sum each year within the first two weeks of December if the employee is serving the City on December 1.
- (2) The maximum lump sum payment will be the amount calculated based on an employee's years of service or a specific amount approved by the City Council.

b. Service Incentive Pay Enhancement

- (1) Eligible Employees: Service Incentive Pay Enhancement is available for employees in a regular (not temporary) position on ~~April 1, 2006,~~ of the year they are to receive pay except employees who
are included in the Public Safety and Emergency Management Department bargaining unit pursuant to Chapter 142 of the Texas Local Government Code.

~~b. receive a "public safety premium" as part of their compensation.~~

- (2) Amount of Pay:

An eligible employee shall be paid a single lump sum payment equal to ~~2%~~ a percentage of the employee's annual base pay as of ~~December 1, 2006~~ of the year they are to receive pay. Payment is to be made within the first two weeks of December if the employee is serving the City on December 1.

PART 2. That the amendment described in Part 1 become effective October 1, 2008.

ADOPTED: _____, 2008 **ATTEST:** _____

Shirley A Gentry
City Clerk